

Appraisal Instrument for JESSICA DARVISHI

Appraiser: KARI A SUCHECKI

Modified Date: 04/25/2017

Domain V(b): Professional Communication Outside the Classroom Domain V(b) Total : 13-15 Exceeds Expectations, 8-12 Proficient, 3-7 Below Expectations, 0-2 Unsatisfactory	Rating	Evidence
Written with parents, staff, community members, and other professionals	Exceeds Expectations	<p>Ms. Darvishi has created and provides her students with contracts to meet the individual needs of her students. She consistently communicates with the parents of her students and keeps a parent contact log of that communication.</p> <p>She creates newsletters that are sent home to parents which include communication regarding classroom and school announcements, academic content that is being taught as well as homework for that week.</p>
Verbal/non-verbal with parents, staff, community members, and other professionals	Exceeds Expectations	Ms. Darvishi participated in the Deaf Education Pancakes and Parents event in April as well as has attended her student's events (soccer game) outside of the school day.
Supportive, courteous	Exceeds Expectations	She also provides classroom positive reinforcement system and varies the format based on student needs.
Strengths		Ms. Darvishi consistently demonstrate appropriate and positive written and verbal communication with parents and staff. She effectively establishes rapport with parents and keeps them informed of their progress. She provides positive reinforcement to her students through a variety of incentives that promotes a positive climate in her classroom.
Areas to Address		
Domain VI: Professional Development Domain VI Total : 16-20 Exceeds Expectations, 9-15 Proficient, 3-8 Below Expectations, 0-2 Unsatisfactory	Rating	Evidence
Campus/district goals	Exceeds Expectations	<p>Ms. Darvishi has exceeded the required off contract 25 PD hours for this school.</p> <p>She consistently seeks out and engages in professional development activities that directly and positively correlate with the goals of the campus and district. She consistently attends the Deaf Education Share Sessions to collaborate with other Deaf Education staff members from the different site campuses.</p>
Student Needs	Exceeds Expectations	<p>Ms. Darvishi consistently correlates activities and strategies she has learned from her professional development courses withing her classroom.</p> <p>She willingly shares the varied activities she implements within</p>

her classroom with other deaf educators to demonstrate how she engages and meets the varied needs of her students.

Prior performance appraisal Proficient

Improvement of student performance Proficient

Strengths Ms. Darvishi actively seeks out and asks questions regarding new learning opportunities in order to maximize her instruction and implements strategies that she has learned to meet the needs of her students. She collaborates with staff members (other deaf education teachers, as well as support staff) to adapt instruction.

Areas to Address

Domain VII: Compliance with Policies, Operating Procedures, and Requirements Domain VII Total : 13-15 Exceeds Expectations, 9-12 Proficient, 3-8 Below Expectations, 0-2 Unsatisfactory	Rating	Evidence
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Policies, procedures, and legal requirements	Proficient	<p>As of 4/24/17, Ms. Darvishi has accumulated 8 absences this school year.</p> <p>She completes IEP paperwork within timelines and consistently follows her students' IEPs.</p>
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Verbal/written directives Proficient

Environment	Exceeds Expectations	<p>Ms. Darvishi also provided before/after school tutoring for students.</p> <p>Ms. Darvishi consistently demonstrates a cooperative spirit and contributes to making the whole school a better place for all (including staff and students).</p> <p>She also served on the campus Language Arts Committee at Hancock to serve as an advocate for Balanced Literacy and share information from committee meetings with her team.</p>
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Strengths She complies with district policies and procedures. Ms. Darvishi has served on a campus committee and works collaboratively with her Deaf Ed team.

Areas to Address

Domain VIII: Improvement of Academic Performance Of All Students on The Campus Domain VIII Total : 37-45 Exceeds Expectations, 23-36 Proficient, 7-22 Below Expectations, 0-6 Unsatisfactory	Rating	Evidence
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Aligns instruction Proficient

Analyzes data	Exceeds Expectations	Ms .Darvishi consistently analyzing her students' data on IEP goals and objectives as well as their academic progress.
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		<p>She participates in campus data digs and tracks her students' data appropriately.</p> <p>She consistently prepares for staffings and IEP meetings by gathering and analyzing data that includes DPMS, benchmarks, work samples, grades, tests and other relevant data.</p>
Appropriate sequence	Exceeds Expectations	Ms. Darvishi plans with general education grade level teams as well as with the Deaf Education literacy coach weekly in order to incorporate grade level TEKS and adjust the sequence of instruction to meet her students varied needs.
Appropriate materials	Exceeds Expectations	During small group instruction within her classroom, Ms. Darvishi consistently provides appropriate materials that are modified, adapted, or accommodated to meet the specific needs of her students. Her lesson plans also reflect the needs of her students.
Monitors student performance	Proficient	
Monitors attendance	Proficient	
Students in at-risk situations	Proficient	
Appropriate plans for intervention	Exceeds Expectations	<p>Consistent implementation of individual student academic and behavior plans have been observed and documented.</p> <p>She also provided before/after school tutoring for students who are at-risk.</p>
Modifies and adapts	Exceeds Expectations	Not only does Ms. Darvishi provide documented modifications and implements appropriate accommodations for her students, but she also is willing to implement new strategies as a result of feedback from coaching or professional development she has participated in.
Strengths		Ms. Darvishi works with others to identify student needs, analyze data, and determine the appropriate sequence and strategies needed to make her students successful.
Areas to Address		